

FROM THE DIRECTOR ACQUISITION CAREER MANAGEMENT OFFICE

It was hard to imagine in 1968 when the movie *2001: A Space Odyssey* was released that 2001 would arrive so quickly. Our environment has changed and it has mandated that the Army change as well. In fact, with the rapid transformation of the Army into a more responsive and deployable force, it may be difficult in a few years to envision what today's environment was like. Members of the Army Acquisition Corps (AAC) and Army Acquisition Workforce (AAW) are key to the success of this effort, and we are *making it happen* in 2001.

I hope that many of you had the opportunity to attend the annual meeting of the Association of the United States Army in October 2000, stop by the AAC exhibit "Make It Happen," and visit the Acquisition Career Management Office's career-counseling suite. By the time you read this, the AAW 2001 briefings will be well underway. This is an opportunity for you to hear firsthand from senior acquisition leaders about where the AAW is today and how we are *making it happen*. Check the AAC home page at <http://dacm.sarda.army.mil> for details about the next briefing scheduled in your region.

We have a number of career management programs to focus on in 2001. We hope to expand the Acquisition Career Experience Program, which focuses on recruiting exceptional college students into acquisition positions throughout the Army. I also want to emphasize that we are well into the fourth year of the successful Competitive Development Group Program. Additionally, I want to mention that the regional Acquisition Education, Training and Experience Program provides each region with training and experience opportunities geared specifically to the needs of that region. Contact your Acquisition Career Manager or regional office to find out more about these career-enhancing programs.

I would like to direct your attention to the article on additional Naval Postgraduate School programs offered in Huntsville, AL, on Page 20 and the article on sabbatical opportunities for demo project participants beginning on this page.

By the time you read this letter, COL Frank Davis will have taken over as the new Director of the Acquisition Career Management Office. I would like to take this opportunity to formally welcome him. I know that he looks forward to addressing you in the next issue of this magazine.

Sandy Long
Acting Director
Acquisition Career
Management Office

Sabbaticals Offered To Personnel Demo Participants

Participants in the DOD Civilian Acquisition Workforce Personnel Demonstration Project now have the opportunity to take sabbaticals to advance their professional development and ultimately improve the effectiveness of their organization. Prior to implementation of the demo project in March 1999, sabbaticals were limited to Senior Executive Service members. One of 11 demo project initiatives, sabbaticals will allow employees to acquire knowledge and experience through various approaches, including training with industry; work assignments in government, industry, and academia; and conducting technical or managerial research.

Approval authority to implement this demo initiative rests with the head of each agency or organization, or his or her designee. In addition, each agency or organization will fund and administer its own implementation of the initiative and develop procedures for selecting participants. Only demo project employees with 7 or more years of federal service are eligible to be considered.

Sabbaticals can last from 3 to 12 months, and the only constraint of the demo project is that they must contribute to an organization's mission and the employee's professional development. The head of each agency or organization can, however, specify other constraints, such as frequency of sabbaticals and requirements for a continued service agreement. This will ensure that local requirements and training policies are met.

Last year, the Program Executive Office for Command, Control and Communications Systems (PEO, C3S) approved the first sabbatical under the new demo initiative. Arthur Santo-Donato, Project Manager, Field Artillery Tactical Data Systems, submitted an application in March 2000 to participate in an academic sabbatical at the Naval Postgraduate School in Monterey, CA. He outlined the following objectives in his application:

- Develop curriculum for the first-ever doctorate-level degree program in systems acquisition;
- Teach graduate-level classes in systems management and systems acquisition; and
- Instruct Fort Monmouth, NJ, personnel enrolled in Naval Postgraduate School distance learning programs.

The PEO, C3S pay pool panel reviewed Santo-Donato's application. As a result of the review, a new application form was devised to include a post-utilization plan and continued service agreement. In addition, PEO, C3S instituted two application "windows of opportunity," Jan. 15 and July 15, to allow C3S employees to compete against one another. Santo-Donato resubmitted his application addressing the benefits to be derived from his sabbatical, and his application was approved by Pay Pool Manager BG (now MG) Steven W. Boutelle. Santo-Donato began his 10 1/2-month sabbatical Aug. 20, 2000.

CAREER DEVELOPMENT UPDATE

For more information on sabbaticals or other personnel demo initiatives, contact your activity's human resources office (HRO) or Jerry Lee at 703-604-7027, DSN 664-7027, or leeja@sarda.army.mil.

The preceding article was co-authored by Kim Kostek, Management Analyst, HRO, PEO, C3S; and Jerry Lee, a Senior Analyst with Science Applications International Corp., who supports the Acquisition Career Management Office relative to the demo project.

CDG Program Develops Leaders For The 21st Century

As you may have read in the November-December 2000 issue of *Army AL&T*, the annual Competitive Development Group (CDG) Orientation hosted by the Acquisition Career Management Office (ACMO) was held Aug. 8-9, 2000, in Springfield, VA. This orientation provided a forum for members of CDG Year Groups (YGs) 97, 98, 00, and 01 to interact with their colleagues, gain information on Army Acquisition Corps initiatives, and familiarize themselves with the policies and procedures of the program. The orientation culminated with the first-ever commencement ceremony honoring the initial CDG graduates, YG97.

The 3-year CDG Program is designed to develop civilian acquisition leaders for the Army of the future. Upon selection to the program, CDG members leave their regular assignments and are placed on the Army Acquisition Executive Support Agency's Table of Distribution and Allowances (TDA). This allows CDG members the opportunity to enhance their experience and gain valuable training without encumbering their original TDA position. Throughout this 3-year period, CDG members are provided cross-functional experience and training opportunities as well as extensive training in leadership skills and techniques.

The initial CDG members (YG-97), who were competitively selected from among 700 applicants, have completed the CDG Program and are either promoted or placed into permanent positions.

To ensure there are appropriate and sufficient experience opportunities for future CDG members, the ACMO is requesting your assistance. In particular, a formal letter requesting developmental assignments for CDG Program participants has been distributed to numerous organizations. Please review your requirements to determine if a CDG member could be assigned to your organization to gain experience and receive training. A variety of developmental assignments are required. These

assignments can vary in length, encompass any acquisition career field, and be within a project or program management office or in a major Army command. Additionally, these assignments can also be event-driven, encompass routine functions of an organization, or involve special projects of a specified duration.

For additional information, contact Maria Holmes at DSN 664-7113, (703) 604-7113, or holmesm@sarda.army.mil.

ACE Program Invites Participants

The Acquisition Career Experience (ACE) Program, a 2-year pre-intern summer employment program sponsored by the Army Acquisition Career Management Office (ACMO) in partnership with the U.S. Army Materiel Command, was piloted last year with James Madison University.

The intent of the program is to recruit exceptional college students with multidisciplinary backgrounds into Army acquisition positions. The program had a very promising launch, with students working in several organizations in the Washington, DC, and Fort Monmouth, NJ, areas. Because of the success of the initial small pilot group, the ACMO plans to expand this program and partner with other schools.

ACE Program participants receive invaluable work experience while organizations benefit by receiving quality personnel who learn about the latest technology in the business world. The ACE Program is a win-win strategy for all parties involved. As such, the ACMO invites your organization to participate in this valuable program by offering summer positions to these students. Your organization will compete with others in the local region for these new ACE positions. Students are hired as GS-04s for the first summer and are promoted to GS-05s for the second summer. These students are candidates for replacing the aging workforce of the Army Acquisition Corps.

There are a limited number of funded positions available. If you are interested in this valuable program, consider funding a position within your organization. The ACMO will be responsible for the logistical and administrative details of student recruiting and selection. Participating organizations will be responsible for handling all personnel actions, in-processing, assigning a mentor for each student, and for providing challenging tasks. For further information, contact Janet Jones, Acquisition Career Manager (ACM), National Capital Region, at DSN 655-1052 or (703) 805-1052, or e-mail her at jonesj@aaesa.belvoir.army.mil; or contact the ACM in your region.



New AAC Exhibit Unveiled At AUSA

The Army Acquisition Corps (AAC) exhibit at the Association of the United States Army annual meeting, Oct.16-18, 2000, drew more than 2,000 visitors. The exhibit focused on the role of the Army Acquisition Workforce in making the Army's transformation a success. For the second consecutive year, the Acquisition Career Management Office (ACMO) provided career development guidance and counseling in a suite adjacent to the exhibit. The ACMO was assisted in this task by Acquisition Career Managers and other career professionals from the U.S. Total Army Personnel Command. Shown above accompanying the exhibit are support contractors Roosevelt Ingram from Camber Corp. and Cindy Stark from Science Applications International Corp.

CAREER DEVELOPMENT UPDATE

UPCOMING DEPARTMENT OF THE ARMY SELECTION BOARD DATES

Army Selection Board

Colonel/GS-15 Project Manager/Command
Competitive Development Group
Acquisition, Education, Training and Experience
Experimental Test Pilot
Lieutenant Colonel Promotion
Senior Service College
Major Promotion

Projected Convene Date

Jan 17, 2001
Jan 27, 2001
Jan 27, 2001
Feb 5, 2001
Feb 27, 2001
Apr 3, 2001
Apr 17, 2001

Army Selection Board

Colonel Promotion
Competitive Development Group
Acquisition, Education, Training and Experience
Experimental Test Pilot
Lieutenant Colonel/GS-14 Product Manager/Command

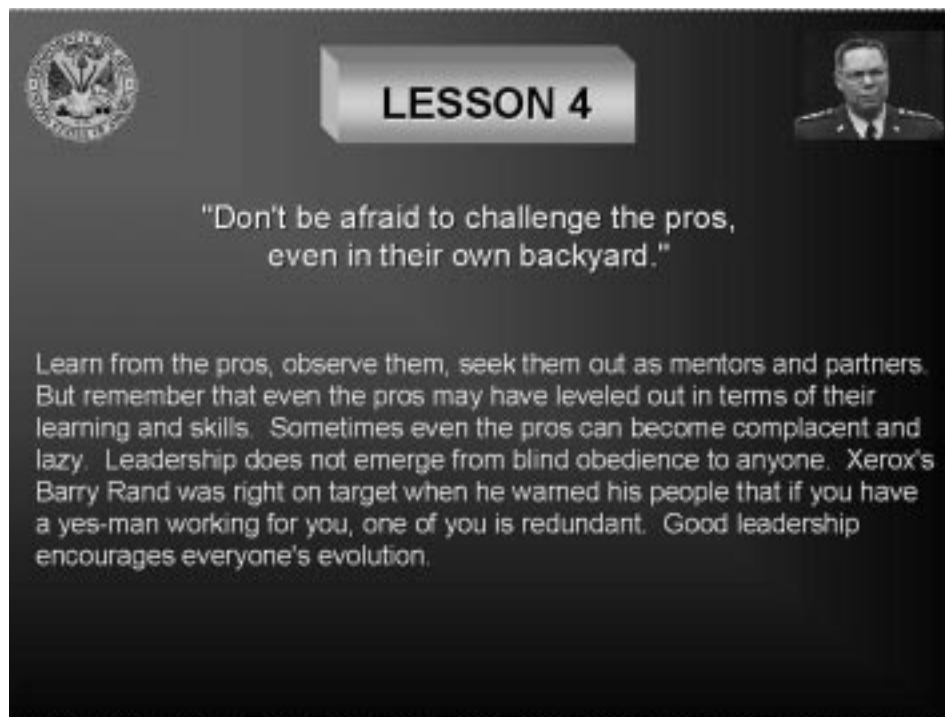
Estimated Release Date of Results

Dec 2000
Mar 2001
Mar 2001
Mar 2001
Apr 2001

Important AMB Web Page

For the latest career information from the Acquisition Management Branch (AMB), U.S. Total Army Personnel Command (PERSCOM), go to the AMB Web page on PERSCOM's Online Web site at <http://www.perscom.army.mil/OPfam51/ambmain.htm>.

This Web page provides information on preparation for promotion and command selection boards, training opportunities and educational programs, current positions available to military officers, recent selection board results, phone numbers and e-mail addresses for the AMB staff, and links to other acquisition-related sites.



LESSON 4

"Don't be afraid to challenge the pros, even in their own backyard."

Learn from the pros, observe them, seek them out as mentors and partners. But remember that even the pros may have leveled out in terms of their learning and skills. Sometimes even the pros can become complacent and lazy. Leadership does not emerge from blind obedience to anyone. Xerox's Barry Rand was right on target when he warned his people that if you have a yes-man working for you, one of you is redundant. Good leadership encourages everyone's evolution.